Interview Simulation Circuits for Hiring Nurses

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Objectives:
1. Describe the Interview Simulation Circuit process.
2. Discuss how the simulation design is critical to identify the desired qualities and behaviors for the position.
3. Review the advantages and challenges of the Interview Simulation Circuit.

CREDIT

Discovering Simulation in Human Resources: Holland Bloorview’s Interview Simulation Circuit
Kathryn Parker, Senior Director, teaching and learning
Holland Bloorview Kids Rehabilitation Hospital
Interview Simulation Circuits (ISC)

Interview A ➔ Simulation B ➔ Interview C
Break ➔ 5 minutes in stations
2 minutes movement between stations ➔ Break
Simulation F ➔ Interview E ➔ Simulation D

WHY?

- Efficiently identify RN talent for UPHDM through a non-traditional interview approach
- Avoid duplication for candidates applying to more than one area
- Expedite hiring process for leaders and the candidate
- Best fit for organization

HOW?

Define the critical qualities and behaviors

- Goals & Motivation
- Patient Service – Pain Management
- Time Management
- Family Center Care
- Patient Prioritization
- Teamwork & Coachable
**HOW?**

- Develop the circuits
- Create and validate the rubrics
- Train the interviewers/observers
- Trial run with staff
- Evaluate and refine the process
- Conduct ISC with the candidates
- Reevaluation after each circuit

**Human Resources**

- HR recruiter interview candidate, finds areas of interest, shifts, etc.
- HR recruiter explains the new interview process
- Experienced candidates are offered a position immediately after the interview if hiring team agrees

**ISC 2.0**

Five stations - 3 simulation and 2 interview stations

- Patient Simulation
- Peer Simulation
- Family Simulation
- Interview 1
  - First Choice
  - 3 rooms simultaneously
- Interview 2
  - Second Choice
  - 3 rooms simultaneously

20 minutes per purple box
5 minutes per blue box
Pre-brief

• Take their picture
• Rules for the simulation center (latex, fluids, video cameras)
• Information provided outside of each door
• Interview time is short so realize there is more than one question will need to be concise.
• Simulations involve real people – no mannequins
• Interact as you would with any patient – hand sanitizer, vital signs, stethoscope, blood pressure cuff, telephone
• If you would do something that you cannot do – say so out loud
• Need to stay in station until the knock on door
• Opportunity to make five first impressions
• Interviewers are friendly and glad you are here. So relax and do your best.

Interview 1

Goals
Motivation

Interview 2

FOSTER UNITY
OWN THE MOMENT
CHAMPION EXCELLENCE
UNITYPOINT HEALTH
SEIZE OPPORTUNITIES
Advantages

• Identification of behavior - “best fit”
• Candidates get more opportunities to make first impressions
• One interview for multiple areas/positions
• Candidates pleased with process “Fun” “Innovative”
• Immediate position offering following interview
• Team building for nursing managers
• Time Savings

Challenges

• Full circuits – to make it most efficient
• Experienced candidate have to be available when the circuits are scheduled
• Interrater reliability for scorers
• Managers –

References

Knorr M, Hisbach J. Multiple mini-interviews: Same concept, different approaches. Medical Education 2014; 48:1157-1175.